Unemployment Insurance Review

December 1967

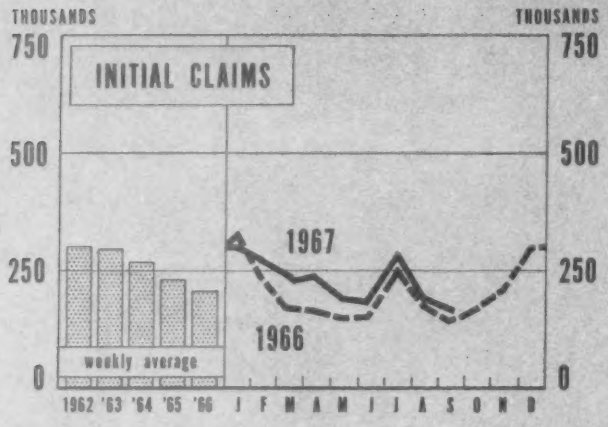
In this issue

- CLASP Experiment: Improving Employability of UI Claimants
- California's ES-UI Liaison Program
- UI Management Analysts: Outservice Training Program for State Personnel

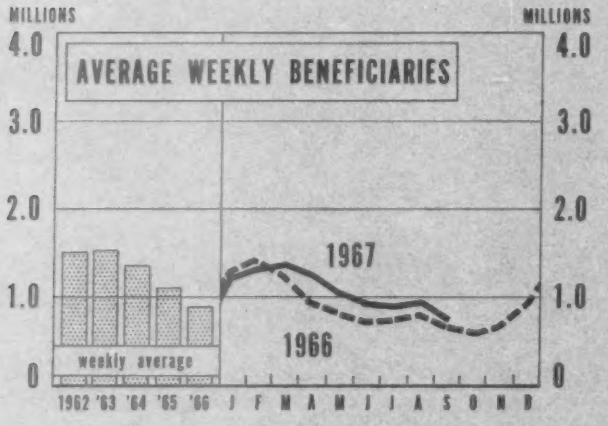
UNITED STATES DEPARTMENT OF LABOR
Manpower Administration

UNEMPLOYMENT INSURANCE ACTIVITIES

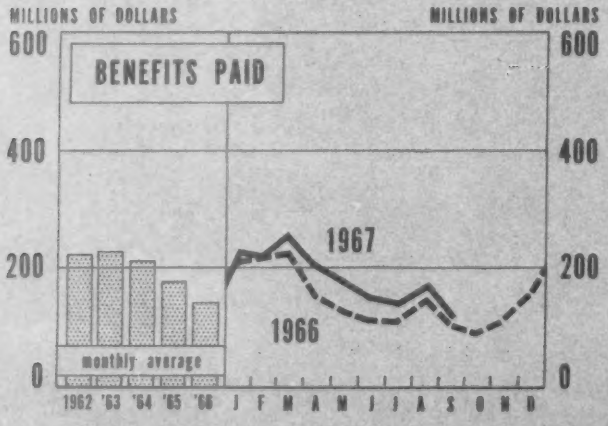
UNDER STATE PROGRAMS



Initial claims under State programs averaged 158,300 per week in September—28,500 below the volume in August. Except for September 1966 when the average was 144,700, this was the lowest figure for the month since 1952.



The number of beneficiaries under State programs averaged 758,500 per week in September, compared with 945,900 in August and 649,300 in September 1966.



Benefits paid to insured jobless workers under State programs totaled $122.6 million in September—a drop of $50.2 million from August and the smallest September payment in 10 years, except for September 1966 when the total was $106.5 million.

Unemployment Insurance Review

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U.S. DEPARTMENT OF LABOR
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MANPOWER ADMINISTRATION
Stanley H. Ruttenberg, Administrator

BUREAU OF EMPLOYMENT SECURITY
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UNEMPLOYMENT INSURANCE SERVICE
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CONTENTS

ARTICLES

CLASP Experiment: Improving Employability of UI Claimants..... 1

California's ES–UI Liaison Program..... 4

UI Management Analysts: Outservice Training Program for State Personnel..... 8

DEPARTMENTS

Unemployment Insurance Decisions..... 10

Trends in the Economy..... 11

Insured Unemployment..... 15

Summary Statistics:

Tabulations..... 19

Charts..... Cover 2, 14, 15, 16

Maps..... 17

CLASP Experiment:

Improving Employability of UI Claimants

Edward M. Caine

THE PRINCIPAL FUNCTION of the local unemployment insurance office in the employment security process has been to pay benefits promptly when due to claimants entitled to them. While it is very much concerned with the claimant's reemployment and his efforts in that direction, the primary interest of the UI office has been to assure that the claimant meets the test of eligibility for benefits. The UI office has not assumed a central role in assessing an individual's employment prospects and in assisting him to find other work. All this may change, however, if an experimental program now underway in New York City [1] yields anticipated results. Under this new arrangement, the UI office will become a responsible partner of the New York State Employment Service in improving the employability of the jobless worker and in identifying workers who need supportive services.

Under the plan as it has been put into operation in a single experimental office, each claimant's employment prospects and problems will be assessed by a specially-trained claims examiner shortly after he applies for benefits. The man whose job situation requires intensive counseling will be referred immediately to the Employment Service for appropriate help. In this way the system will assure prompt identification of these claimants so that the needed services are provided early in their benefit history. The claimant not needing counseling will be helped to develop a job search plan that will, hopefully, reduce the length of his current spell of unemployment.

For other claimants, routine referral to the Employment Service will be eliminated. The time saved by cutting gratuitous referrals would then be put to more productive use by the Employment Service.

The CLASP Program

The program, identified by the acronym CLASP (Claimant Advisory Service Program), got underway officially at a Brooklyn UI office this year after a 4-month "shakedown" run in that

[1] In New York City the State Employment Service offices and local unemployment insurance offices are physically separated. Unemployed workers (with a few exceptions) file claims for benefits in the UI office nearest to their homes. The Employment Service office to which a claimant reports to register for employment is determined by his occupational classification in the commercial, industrial, services, or professional categories.

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office. The CLASP experiment will run for a year and will then be assessed for prospective introduction in other New York State UI offices.

Essentially, CLASP calls for dividing the claimant population into three categories, each reflecting a distinct type of labor force status and each calling for a different approach to the matter of reemployment.

Designated as Group I claimants are those who are temporarily or seasonally unemployed and expect to return to their former jobs. To establish a precise demarcation, this group includes all workers anticipating recall within 10 weeks.

Group II claimants are those who have marketable skills but no immediate prospect of reemployment, or those who are occupationally set, or wish to continue in their usual kind of work.

Claimants in Group III are occupationally disoriented, so to speak. They include persons who have no skills, those whose skills have become obsolete, and those who for one reason or another are unable to return to the same kind of work they have done in the past. Persons who have worked at jobs below their abilities or who, for cultural or other reasons, have been unable to push beyond the unskilled job level, are also assigned to Group III. The same designation is applied to seasonal workers who have worked less than 30 weeks in their current and previous base year.

Services Provided

The type of service provided to each of the three groups is precisely tailored to its needs. Group I claimants, those who are attached to a job but are temporarily or seasonally unemployed, are not referred to the Employment Service unless it is known that there is temporary work available for them. For each claimant in this group, the date he expects to return to work is recorded. A control is set up for identifying and interviewing the claimant who continues to apply for benefits after his indicated recall date. Depending on the findings at the interview, more accurate information may be elicited concerning his expected return to work, or he may be reclassified into one of the other claimant service groups, or his benefit eligibility may be reassessed.

Claimants in Group II, those with occupational skills but no immediate employment prospect, are referred to the Employment Service to register for work. In addition, they are interviewed by a claims examiner at the UI office who works with them in setting up a job-search plan. The plan insures that the claimant has a clear idea of what represents his most effective approach to finding another job. The claims examiner, relying on specialized knowledge obtained through his own prior training and experience and, where necessary, on occupational information obtained from the Employment Service, helps the claimant plan a practical blueprint for job hunting.

The plan is put into writing, with copies for the claimant and the UI office, and a reinterview is set for a date from 2 to 5 weeks later. Scheduling of the reinterview depends on existing job market conditions, the claimant's own situation, and related factors. At the reinterview, the claimant's jobseeking efforts are reviewed and reevaluated to see whether the original plan needs modification, whether the claimant should be reclassified to Group III or whether he should be considered unavailable for work and possibly disqualified from benefits if he has been making an inadequate or inappropriate work search.

Group III claimants, those with no marketable skills or with physical or cultural handicaps which must be offset if they are to become employable, are referred immediately to the Employment Service for intensive counseling and appropriate supportive services. The examiner maintains a periodic check on the individual and will consult with him and with the Employment Service office concerning his progress toward employability.

To establish a gauge for measuring the effectiveness of the new system compared to the old, the claimant population of the experimental office has been divided down the middle, one half becoming the test group and the other the control group. Both groups have in turn been subdivided into the three categories previously described. While members of the test group in each of these categories will receive the service outlined above, all those in the control group will be provided with the kind of employment assistance generally available to unemployment insurance claimants.

Objectives

When the experiment is completed, service to claimants in the respective categories of the test and control groups will be compared. Thus, for the Group I claimants, the reduction in the number of Employment Service referrals made for the test group will be compared to the number actually made for the control group. The difference should

reflect a considerable saving in Employment Service staff time—time which can be put to better use concentrating on those individuals with serious employment problems—and a saving in time and travel costs for the claimants involved. The assumption of course is that referral to the Employment Service of claimants with specific job recall dates is gratuitous and would have no bearing on how long they remain unemployed. To confirm this assumption, a comparison of benefit duration and benefit exhaustion rates in the test and control groups will be made. If the operating premise is correct, there should be no significant difference between the two groups.

Test and control claimants in Group II will also be compared in terms of duration of benefits and exhaustions of benefit rights. It is hoped, if the expectations of the experiment are validated, the test people, benefiting from early and intensive job-finding advice, will show to advantage on both benefit payment measures.

For Group III, the quality of assistance rendered by the Employment Service to the test claimants will be compared to the service provided to those in the control group. While it is fairly safe to assume that the test group will receive more attention (they have, after all, been singled out for special assistance), the comparison should indicate how much more service than is currently being provided to Group III-type claimants is required if they are to be materially helped. Service to test and control claimants in Group III will also be evaluated in terms of benefits received and wages earned in the year following the CLASP experiment. In effect, the practical benefits deriving from the intensive Employment Service assistance to the test group will be assessed in terms of improved ability to find and keep work.

Because effective claims control remains an essential prerequisite of the system even under the CLASP plan, the patterns of nonmonetary determination and disqualification among the test and control claimants in the respective groups will also be compared.

Implementation

Many months in the planning, during which time its concepts were continually reworked and refined, the CLASP plan reached a concrete state early this year. The UI office at which the experiment would be carried out was selected—an office in Brooklyn which had a substantial number of representatives from Groups I, II, and III among its currently reporting claimants.

Staff for the CLASP project were selected after a citywide canvass of unemployment insurance personnel. Flexibility of attitude and an ability to bring a fresh eye to the claims-taking process were key factors in the selection of the four claims examiners ultimately assigned to the program.

It should be noted that the examiners who interview claimants in the experiment do not make nonmonetary determinations. In the course of their service to claimants, when a potentially disqualifying issue presents itself, the claimant is referred to a non-CLASP claims examiner who makes the ultimate decision on his benefit status.

Prior to starting their actual assignments, the examiners were given extensive orientation on the philosophy of the program, on applicant counseling techniques, and on the gathering and utilization of job market information. Assigned to the experimental office, they then checked out the kinks in the system in a 4-month trial period from May to late August—tightening, modifying, and revising concepts and procedures in the light of each new day's experience.

On August 28, CLASP was officially underway. It's still far too early to assess accomplishments, but the hope in New York is that the CLASP experiment will produce a significant and salutary change in the employment security system by investing the local unemployment insurance office with vital and positive responsibility in the massive effort to solve today's manpower problems.

California's

ES-UI Liaison Program

Phil Proto and Dorothy Silvey

IN 1962 a Presidential mandate to strengthen the U.S. Employment Service led, in California, to the establishment of separate Employment Service and unemployment insurance offices in the State's metropolitan areas.[1] Eighteen ES-only and 23 UI-only offices were established. Most were in the Los Angeles and San Francisco Bay urban complexes.

Development of Program

Liaison positions were established in each "split" office to provide the coordination made necessary by the physical separation of the unemployment insurance and Employment Service offices and to achieve two of the basic objectives of the employment security program:

1. To secure full utilization of the labor supply represented by claimants for unemployment insurance.
2. To help identify claimants who are not in fact a part of this labor supply.

An unemployment insurance representative was assigned to each ES office and an employment service representative to each UI office.

Appointment of Coordinator

In 1965 a Coordinator of Liaison Representatives was appointed in the Benefits Section of the agency's central office at Sacramento. Prior to that time there was no State central office staff supervisor of the liaison program. The appointment of this coordinator made possible a comprehensive review of the program from its inception. Generally this review showed that ES liaison representatives stationed in the UI offices spent most of their time interviewing claimants about possible job referral, identifying the need for employment services, providing job market information, and advising claimants about jobseeking techniques. In some of the smaller UI offices the ES representatives also operated a casual labor and domestic placement service on a part-time basis.

On the other hand, the UI liaison representatives in the ES offices were primarily engaged in activities that no longer required specialized attention. Their duties consisted almost exclusively of document reviews, some of which were actually the responsibility of supervision.

After the findings and recommendations of the coordinator were reviewed, the 18 UI liaison positions in the Employment Service offices were eliminated in April 1966. ES liaison representatives continued to be stationed in the UI-only offices and

[1] *Economic Report of the President, January 1962*, pp. 24–25. See also "New Thresholds in Employment Security," address by Robert C. Goodwin, Administrator, Bureau of Employment Security, before the Interstate Conference of Employment Security Agencies, Portland, Oreg., Oct. 1, 1962; in *The Labor Market and Employment Security*, December 1962, p. 3.

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to be responsible to the manager of the appropriate ES office.

Experimental Techniques

Three different techniques have been developed to ensure that claimants with high employment potential are identified and provided placement or other employment services as needed, and that clues to their eligibility are explored. At the start, a monthly 100-percent review of both the active claims and work application files was conducted by the liaison representatives. Because of the volume, this was burdensome and it became obvious that a review of the records of all claimants was not sufficiently productive to justify the time expended. Therefore, it was decided to substitute a partial review of claims records and work applications in 1963. This review was limited to the records of claimants in demand or moving[1] occupations who were scheduled for a Periodic Eligibility Reinterview (PER).

Instead of resulting in increased services to claimants and better eligibility control, the review of claims records and work applications tended to become a routine and mechanical process in many offices. The PER review was therefore eliminated in August 1966. A third technique, the Weekly Intensive Interview (WII), still in the experimental stage, was developed to replace the two previous record reviews.

Weekly Intensive Interview

The basic purpose of the WII is to reduce the length of unemployment of claimants with high potential for employment. It is hoped to accomplish this objective by interviewing selected claimants on a weekly basis to expose them to the full resources of the agency in returning them to work or to discover eligibility factors that indicate a lack of attachment to the job market.

The criteria for selection of claimants for the WII program consist of those characteristics of a claimant which, together, provide a substantial indication that he is immediately employable but because of unrecognized factors remains in claims status. The selection criteria which were developed require a personal interview as well as a review of the claim record and the work application. These are shown below. Although the criteria usually give a clear picture of a claimant's employment potential, they are intended only as guidelines for the liaison representative. Candidates for the WII program are obtained by referral to the liaison representative by both ES and UI interviewers and by a review of the active claims file.

Criteria for Selecting Claimants for WII Program

Claims Records:

1. The claimant has been unemployed for at least 1 month.
2. The occupational code assigned indicates he is in a moving occupation for which he appears to be qualified.
3. He is within the age range desirable for his occupation.
4. Claims documents, including correspondence, if any, do not show any apparent valid reason for current unemployment.

Personal Interview:

1. The claimant's appearance is suitable for the occupation for which he qualifies.
2. His statements do not reveal any valid reasons for continued unemployment.
3. He has, apparently, no personality traits or physical or mental handicaps that limit his acceptability in the job market.

Application for Work:

1. The claimant has qualifying work experience in one or more moving occupations.
2. His occupation is correctly and adequately coded.
3. Comments indicate he would be an acceptable referral.
4. There is no evidence of apparent problems or conditions that would seem to justify continuing unemployment, such as prior counseling, emotional problems, or numerous unsuccessful referrals.

The initial and, if needed, subsequent interviews include a review of the claimant's employment potential, the realism and progress of his efforts to seek work, his need for job market information or advice about jobseeking methods, and an examination of any employment restrictions. Because the claimant is considered immediately employable, most WII's include an attempt to make an ES appointment for him for the purpose of job referral or job development. As any clues to eligibility will usually be uncovered during these ES-oriented interviews, the claimant is exempted from the regular periodic reinterviews while in the WII program.

The weekly interviews are continued until the claimant either returns to work, ceases to report for any other reason, has been found ineligible for benefits, has entered a training course, or addi-

[1] A moving occupation is defined as one in which there is a continual demand for workers, and for which the ES office continuously receives orders. The occupation is therefore "moving" in terms of placement potential.

tional information indicates he does not in fact have high employment potential.

Two experiments with the revised liaison policies and procedures have been conducted to date. The first test was conducted in the San Jose UI office from October through December 1966. The second was in three UI-only offices—Chula Vista, El Cajon, and San Diego—from February through April 1967. The claimants in these three offices are all provided service by one ES office in San Diego.

As the WII program was added to the other duties of the liaison representative, it was decided to limit the weekly caseload in each office to 30 WII's. Liaison representatives were instructed to replace claimants as they were terminated from the program to provide a constant volume of workload.

Although no control group was used or followup conducted, the results which can be attributed to the WII program are encouraging. Unfortunately, since there was no comparable reporting prior to the installation of the tests, there is no way to determine what results were achieved through the regular liaison program. However, the fear that claimants would consider the weekly interviews as harassment did not materialize.

Further experimentation with the WII program is planned before a decision is reached on its statewide application in UI-only offices. The next test will be conducted on a full-time basis by an ES interviewer other than the liaison representative who will continue to provide regular liaison services to claimants. Divorcing the WII program from the liaison program will enable us to direct the full attention and efforts of a well-qualified placement interviewer on this experimental program and should provide a more definitive measurement of its worth.

The criteria for selecting claimants will be expanded and made more flexible. More precise reporting forms will be used and, when appropriate, followup will be conducted. Additional techniques will be developed and tested to ensure that the placement potential of each individual claimant is recognized and explored and that he receives the full range of Employment Service resources.

Regardless of the direction the liaison program takes in the future, we look forward to strengthening and improvement, and we view it as only a part of our long-range, major goal of a more effective claims control plan.

Claimant Eligibility Profile

Regarding other parts of the plan, some have been realized and others are still in the developmental stage. One innovation that has proven to be an effective tool for UI interviewers and liaison representatives is the Claimant Eligibility Profile (CEP). It was installed statewide in July 1966 and was the subject of an article in the November–December 1966 issue of the *Unemployment Insurance Review*.

When separate ES and UI offices were created in metropolitan areas, the use of the work application by initial and periodic eligibility interviewers for employment information was discontinued because it was no longer available in the UI office. This led to the development of a substitute record specifically directed to the needs of UI interviewers. The CEP provides both employment and eligibility data about an individual claimant and can be added to at each subsequent interview.

The use of the CEP has permitted a more individualized approach to eligibility interviews and has made it easier to recognize a claimant's need for employment services as well as to uncover questionable eligibility. The liaison representative uses the CEP when screening claimants for possible job referral, for determining the need for occupational code changes or additions, and for a variety of other purposes. Before the CEP was introduced, the liaison representative would either have to question the claimant or call an ES interviewer for basic background information from the work application before an intelligent interview could be conducted.

Job Market Information

An area in which the agency is busily planning is that of job market information. One of the frustrating problems of all State employment security agencies over the years is lack of current, localized job market information that can be related to an *individual claimant* and *his* job market.

Existing job market reports are designed primarily to meet the needs of policy makers and administrators rather than UI interviewers in face-to-face interviews. Some local offices have been attempting to resolve the problem by developing their own job market guides, but even this limited effort has been costly in terms of the time required to gather, tabulate, and keep current the necessary information.

The California Department of Employment has recently received budgetary support for gathering job market information in a limited number of UI-only offices. Our long-range plan, however, embodies the use of ADP equipment to tabulate currently available job market information from many sources into guides readily usable at UI stations. A prospectus and related budget request to obtain a special research grant is being prepared.

A considerable amount of the complex data UI offices need are already being gathered and used for statistical reports and other management purposes. Most of these data are in a central computer and can be arrayed to provide current job market information for UI interviewers. Other information not currently gathered and entered on ADP tape can be collected by supplemental means and fed into the computer.

The key to localizing job market information so that it can be related to an individual claimant will be the use of U.S. Post Office ZIP codes. Each ZIP code represents a small geographical unit. Using the computer, we believe localized information can be produced for any size geographic area by selecting, sorting, and arraying the data by ZIP code. The geographic areas can be as varied as that covered by one ZIP code to any combination desired, including combinations that represent a section of a city, the entire city or county, or all of the State.

The fund of information gathered by these various techniques and processed by the computer will be available to local UI office interviewers to help them speed the reemployment of claimants and promote full utilization of the labor force throughout the State.

ERRATA.—In the article "Federal Unemployment Insurance Proposals and State Legislative Changes, July 1, 1965–July 1, 1967," in the September 1967 issue of the *Unemployment Insurance Review:*

Table 2: For Maine, the reference to wages "paid and earned" in columns 2 and 4 should be to wages "paid" only.

Table 3: Maine should appear among the States listed, and under the column headed "Addition of provisions . . ." should appear the words "Added by amendment." Appropriate changes should be made in the relevant text material on pages 7 and 12.

282-620 O—67——2

UI Management Analysts

Outservice Training Program for State Personnel

William J. Muldoon

HOW MANY TIMES has the line manager, through virtually every level of administration, from first-line supervision of a local office claims counter to the Unemployment Insurance Director, complained to himself about not having sufficient time to study a problem before being forced to make a decision? On too many occasions judgments that may affect staff, the public, or other considerations are made with limited information, or based on too small a sample, or made with inadequate analysis solely because the line or staff officer did not have sufficient time to study the situation adequately.

The continuing growth in the size and complexity of UI administration, the spiraling costs of performing merely the paperwork of today's operation, and the coming-of-age of the computer increase the need for a sounder and more scientific approach to management problems and decisions. These factors point to the need for the development and application of new approaches for structuring the organization and strengthening the management function. Staff time should be provided to make the studies and analyses the line manager is unable to do because of the demands on his time of his operating tasks. This is the job of the Management Analyst—much broader in scope than the job of the systems, procedures, or forms analysts (familiar job titles in both industry and government), or of the UI technician—in no way duplicating the tasks of any of these specialists already assigned to UI duties.

Such a program for improvement of organization and management is compatible with a basic recommendation made in a recent study by the management consultant firm of Cresap, McCormick and Paget of the organization of the Bureau of Employment Security, which stressed the need for "greater decentralization of management responsibilities to the States" with "more effective program planning and implementation."

Management Analyst Training

In order to achieve the management improvement objective it was of the first importance that individuals appointed to "assist the States in achieving essential and fundamental managerial and administrative improvements" be highly qualified by training or experience, or both, and that there be provided at the university level an outservice training program to which the State agencies could send their management analysts for basic introductory training. Temple University in Philadelphia was selected to structure an introductory course. During the past summer, 68 State agency UI management analysts completed a 4-week course in management analysis. Similar

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courses are being offered at Temple University in January and March 1968 and at the University of Colorado in December 1967 and March 1968. Also, an adaptation of these courses has been developed for those analysts assigned to ES work so that, upon completion, all individuals occupying the management analyst positions in the State agencies will have received this specialized training.

Last summer's 4-week course at Temple, with an intervening 5-week period for completion of a project assignment, provided the basis for a proper balance between theory and practice. During the first 2 weeks the principles and concepts of scientific management were discussed. Also the professional tools needed in probing problems of management, such as the use of statistics, sampling techniques, flow charting, work measurement, survey methodology, data presentation and report writing were taught, as were the approaches of tomorrow to management improvements. Further, since the nature of the job requires working with people to help them bring about system change or modification, almost one-fourth of the classroom time was devoted to the behavioral sciences with emphasis on *communications*. Topics such as "the management analyst as a change agent," as a "helper," and as a "consultant" were developed. A creative thinking laboratory in which all the conferees participated illustrated techniques for idea development settings, such as "buzz" sessions and "brainstorming."

Application of Training

With this background, the analyst returned to his home State to put into practice the theories, principles, and concepts of management and organization he learned at Temple. He was assigned a specific project by his State agency (agreed upon in cooperation with the university) which he was to complete before returning for the second 2-week session, at which time he would be called upon to present his written report orally, followed by constructive criticism from the instructor and from his fellow students.

In large part the 2-week workshop session consisted of project report presentation with a critique session for each report, and the remaining time was devoted to review and confirmation of management principles explored in the theory sessions. Management analysis techniques will not in themselves improve management unless their application is predicated on conformity with sound management principles. Therefore, the student was quizzed on his approach to his project, adherence to accepted principles, problems encountered, and the method and tools used in completing it. Predictable and reasonably certain results in almost all situations can be expected when basic management principles are applied in the analyst's approach to scientific management. It was for this reason that the analyst was given the opportunity to test in a "live" situation, the concepts and philosophies of management learned during the first 2 weeks. Like the successful football coach, who never lets the team members forget the importance of the basic fundamentals—blocking, timing, and tackling—the effective management analyst as a matter of habit should never forget to test each project assignment or management problem against the basic principles of management.

Advanced Training Plan

Temple University did a very fine job in training the management analyst for his job. The succeeding training course was somewhat improved over the first by minor changes in course content and in allocation of time to the subjects. The overall format, however, has been established and subsequent courses at both Temple University and the University of Colorado will follow this pattern, thus assuring each State administrator that the candidates he sends to the training will return equipped with the basic fundamentals—both in theory and practice—enabling them to be of service in the important areas of management.

More advanced outservice training for management analysts after they have been on the job for several months is now being planned. The advanced training is expected to be on a selective basis both as to the kind of training and as to the participants who are to receive the training. The Bureau will announce more specific information on this phase of management analyst training in the coming months.

Summary

The introductory training course for management analysts will help the trainee to acquire

—a knowledge of management principles, concepts, and techniques and their practical application;

—the ability to gather, organize, and analyze

facts, and to distinguish between essential and nonessential facts and between fundamental causes and symptoms of weaknesses;
—the ability to obtain the cooperation of others and to secure acceptance of recommendations; and
—the ability to present ideas and information clearly and concisely, orally and in writing.

The application of these newly acquired skills and knowledge will depend upon the energy and ingenuity of the individual analyst in his particular situation, the direction and guidance he receives from his superior, and most important the cooperation and respect he receives within the organization. By himself he can do nothing. He works through and for others.

Unemployment Insurance Decisions*

Remembrance of Things Past

Alabama.—On his application for Federal employment the claimant listed only three arrests. The employer investigated and found that during the last 25 years the claimant had been arrested an additional 126 times "for such offenses as violating the Prohibition Law, drunk, disorderly conduct, public gambling, and escaping . . . ." The claimant was discharged by the Federal agency during his probationary period because of concealment of these facts concerning his arrest record.

The appeals referee said: "The evidence in this case indicates that the claimant did not divulge all of his arrest record at the time he placed his application for employment. This constitutes misconduct connected with the work. . . ." (Decision No. 6026–AT–67, Aug. 30, 1967.)

He Talked Like a Boss

California.—The claimant, an office clerk, was told by his supervisor that according to a letter he had received from the New York headquarters, he, the claimant, and a coworker were all discharged. A week later, during a telephone conversation the claimant and his supervisor had with the New York office, a company official in New York told the claimant that he was not discharged. The claimant was requested to remain in the company's employ. Later, a salesman employed in the Los Angeles office of the company told the claimant, the claimant's supervisor, and the coworker that they were all discharged. On previous occasions this salesman had conducted himself in conversations with New York officials in such a manner that it appeared he had supervisory prerogatives. Because of this conduct the claimant assumed that the salesman was in fact empowered to discharge him. He therefore complied with the salesman's instruction that he and his coworkers leave the employer's premises before their regular work shift ended.

The referee said: "Since the claimant . . . was finally informed by a person representing himself to have supervisory capacity and management prerogatives that the claimant was discharged, and since the claimant was ordered off the employer's premises by that individual, and since in the past this person had conducted himself in such a fashion that the claimant was reasonably led to believe that this person acted within the scope of his authority, it is clear that by the company permitting this individual to conduct himself in such a fashion he was clothed with ostensible authority to so act. Therefore his acts must be imputed to the employer firm as the principal of this individual. The employer must therefore be held to be the moving party in terminating the employment relationship." The claimant was discharged for reasons other than misconduct connected with his work. (Case No. LA–8568, June 20, 1967.)

Clipped Canine

Massachusetts.—A young kennelman was instructed never to use scissors when clipping a dog. On his own judgment he did use scissors and cut a dog. He was reprimanded and this time warned never to use scissors in clipping again. However, he did use scissors again and it was discovered that the dog had been cut. As a result, the employer lost a client's future business. The claimant was discharged for failure, after warning, to follow instructions. His discharge was held to be for deliberate misconduct in wilful disregard of the employing unit's interest. (Case No. UCX–1421–Joint, Sept. 8, 1967.)

**Prepared in Division of Determinations and Hearings, Office of State Operations, Unemployment Insurance Service, Bureau of Employment Security.*

Atmospheric Conditions

Mississippi.—A waitress, with hours from 6 p.m. to 3 a.m., quit after 2 weeks of employment because she thought the cafe was not a nice place in which to work. Some of the customers came in when they had been drinking, and others used profane language. Three nights before she left, a customer had pulled a gun out of his pocket. Although he did not threaten the claimant she was frightened. Occasionally, city police and highway patrolmen came to the cafe at night for coffee. The claimant did not complain to the cafe owner about the atmosphere of the place.

The Board of Review concluded: "Claimant undoubtedly knew that people who patronize cafes sometimes drink and use improper language. Claimant testified that she was never cursed or abused in any way during the 2 weeks that she worked for her last employer. She testified that she was scared. The Board of Review does not believe that the conditions under which claimant worked were materially different from conditions under which other waitresses and cafe workers work. . . ." She was held to have voluntarily left work without good cause. (Decision No. 78–BR–67, Aug. 16, 1967.)

No Last Word

Missouri.—The claimant had worked for the employer for 9 years as an inspector of bags. She worked next to a machine operator; he made the bags which she inspected. They were close personal friends, visited with each other's families frequently, and all went out together socially on occasion. The claimant and the machine operator rode to work together. During the 9 years, they constantly cursed and swore at each other while riding and working together. Sometimes the claimant would complain to her supervisors, but she refused to be moved to another location in the plant. Even after admonition, they continued this behavior. Finally, after a complaint by the claimant, the plant superintendent ordered the claimant and her friend to stop their swearing. The claimant went on a 2-week vacation. Upon her return the coworker greeted her with his usual profanity. She quit her employment, as she explained, because she was not allowed to swear back. She had not minded the swearing at her so long as she was free to retaliate. The referee said that he did not believe the fact that the claimant could not respond in like manner to the coworker was good cause for the claimant to leave her work. (Appeal No. A–1793–67, July 24, 1967.)

Not an Informer

Oklahoma.—The employer reported that the claimant voluntarily left work in the middle of the day without giving notice. In her initial interview concerning her separation, the claimant stated she had been working as a transcribing machine operator for a private investigating firm and in the middle of the day on her last day of work the head of the department told her that the typist had quit work and that he had no further work for the claimant. At the referee's hearing the claimant testified that she made transcriptions in longhand and gave them to the typist. The partners of the firm had told her that her work was good. However, the partner in charge criticized her and considered her disloyal for not having let him know in advance that the typist was planning to leave. It appeared that the employer hired another typist but used the resignation of the first one as a reason for terminating the claimant's services.

The claimant was held to have been discharged from work and not to have quit work. There was lack of evidence to show that her discharge was a result of misconduct. (Decision No. 1679–AT–67, Aug. 14, 1967.)

Trends in the Economy*

IN SEPTEMBER, the economy showed general strength although some sectors were adversely affected by labor disputes, especially by the strike in the automobile industry. Industrial output, as well as manufacturers' orders and shipments of durable goods, was particularly affected and experienced declines as a result of the strike. On the other hand, retail sales moved upward, as did personal income; housing starts presented a bright picture by rising to their highest level since December 1965. Employment remained strong, with nonfarm employment (seasonally adjusted) increasing by more than 200,000. However, because of an unusual upsurge in the number of women who entered the labor force, the seasonally adjusted unemployment rate rose to 4.1 percent from 3.8 percent in August.

**Prepared in the Office of Program Reports and Research, Administration and Management Service, Bureau of Employment Security.*

Business Activities

Gross national product increased by $15 billion in the third quarter to a seasonally adjusted annual rate of $790 billion. This was the largest quarterly advance in 1½ years and exceeded the $13 billion rise during the entire first half of the year. However, about 50 percent of the third quarter's advance reflected price rises. Prices rose nearly 1 percent in the third quarter, almost double the rise in the second quarter; in the first quarter prices had shown no increases.

After falling sharply during the first half of the year, gross private domestic investment showed a significant change, rising by $4.7 billion to a seasonably adjusted annual rate of $109.8 billion. Fixed investment accounted for $3.6 billion of the rise, with $2.3 billion of the increase in residential construction. This increase—the third consecutive rise—carried residential construction expenditures to an annual rate of $25.4 billion, somewhat higher than the spending in 1966. Nonresidential fixed investment moved up by $1.4 billion to $82.9 billion, after a decline in the second quarter of this year; most of the rise was in producers' durable equipment.

Inventory investment also showed improvement. For the first time this year inventories began to move upward, rising by $1 billion from the second quarter. During the first quarter, inventories slumped by $11.4 billion (seasonally adjusted); and the second quarter showed a continuation of the decline, down by $6.5 billion.

At $495.2 billion, personal consumption expenditures continued to rise in the third quarter, although not as fast as in the first half of the year. The increase was at a seasonally adjusted annual rate of $6 billion, compared to $9.5 billion in the second quarter and $6.4 billion in the first. Part of the slowdown reflected the effects of the auto strike. Sales of new cars fell by 500,000 over the quarter, instead of rising as they normally do when the new models reach the market.

Federal Government purchases rose $2 billion from the second quarter to an annual rate of $91.4 billion. About three-fourths of the gain was in the national defense sector. State and local government expenditures totaled $87.6 billion, up by $2.2 billion.

Industrial output declined in September, reflecting strikes in several industries. Influenced by the direct and indirect effects of work stoppages in the auto and copper industries and a strike by independent steel haulers, the index of industrial output dropped to a seasonally adjusted 156.3 percent of the 1957–59 average from 157.8 percent in August. This was the first drop since June; a year ago the index stood at 157.7 percent.

The manufacturing index fell by 6.6 points to 152.5 percent in September, compared with 160 percent last year. All of the loss from the previous month and a year earlier was in the durable goods sector, where the index slipped to 160.8 percent, down 2.9 points from August and 6.5 points below the level a year earlier. Automobile assemblies declined sharply from August's 8.4 million annual rate to 6.8 million units. The index of auto production plummeted to 134 percent of the base period from 163.7 percent in August.

The effects of the work stoppage among steel haulers sent the index of iron and steel production down from 123.7 percent in August to 120 percent of the 1957–59 base, sharply below last September's 139 percent.

The nondurables index remained steady over the month, at 153.5 percent, but it was 2.6 points ahead of the September 1966 figure.

Reflecting the protracted copper strike, mining output fell 2.1 points from August to 125.4 percent of the 1957–59 average. Utilities production, however, rose to 183 percent, compared with 181.5 percent in August and 177 percent a year ago.

Factory orders for durable goods (seasonally adjusted) moved down by about $800 million to $22.6 billion between August and September. The decline chiefly reflected a substantial reduction in new automobile orders. Machinery and equipment orders also showed a sizable decline. Offsetting in part the above reductions, orders increased in defense-oriented industries and in primary metals industries.

Compared with a year earlier, new orders were down by some $2.7 billion, with a decline in transportation equipment bookings largely responsible for the drop.

Factory shipments of durable goods (seasonally adjusted), at $22.2 billion, were down by $1.3 billion over the month. The low level of activity in the automobile industry was largely responsible for the reduction. Shipments of transportation equipment declined $1.1 billion to $5.4 billion. Over the year, total factory shipments were down by some $400 million.

Since new orders were higher than shipments, the backlog of unfilled orders at the end of September rose by $400 million to $77.0 billion, with every major sector contributing to the rise. A year earlier, unfilled orders totaled $75.6 billion.

Housing starts continued to show strength in September, rising (for the third consecutive month) to a 1,457,000 seasonally adjusted annual rate. This was the highest level since December 1965. In August, starts totaled 1.4 million; in September 1966, the total was 1.0 million.

The September advance was not shared equally in all parts of the country. There was, however, a sharp rise in the Northeast and a minor increase in the West, but these advances more than offset losses in the North Central and South regions.

Permits for future construction were issued at a 1,159,000 annual rate—up 2.8 percent from the 1,127,000 rate of a month ago and sharply above the 740,000 rate registered in September 1966. Permits for single family homes rose to a 646,000 annual rate from August's 639,000—up sharply from the 448,000 rate of a year earlier. Permits for multiple family residences also rose. In the 2- to 4-family category, permits reached an annual rate of 81,000, some 3,000 above August's pace and nearly double the year-earlier rate of 44,000. In the 5-family or more housing group, permits were at a 432,000 annual rate, up from 410,000 the month before and from 248,000 in September 1966.

Personal income, at a record $633.5 billion seasonally adjusted annual rate, was up $2 billion from $631.5 billion in August. The rise, however, was less than half of August's gain of $4.5 billion and the smallest increase since April.

The wage and salary sector rose only $900 million over the month to $427.6 billion, the smallest monthly increase since May. The automobile strike was primarily responsible for the dampening effect. Manufacturing payrolls dropped by $200 million to a $135.1 billion rate, seasonally adjusted.

For the third quarter as a whole, personal income reached a $630.8 billion rate, compared to $619.3 billion in the second quarter and $589.3 billion in the same period a year earlier.

Retail sales edged up by $130 million to a seasonally adjusted volume of $26.2 billion. This was some $1.3 billion, or 5.3 percent, above the year-earlier volume. All of the over-the-month rise occurred in the durable sector, up by 2 percent to $8.7 billion. Auto sales showed gains despite a major strike in the industry; the number of new car sales, at 526,400, was 7,400 above the August volume and 45,400 more than the number sold in the same month of last year.

Nondurable goods sales, at $18.0 billion, were virtually unchanged from August but were 4 percent above the September 1966 level.

Employment

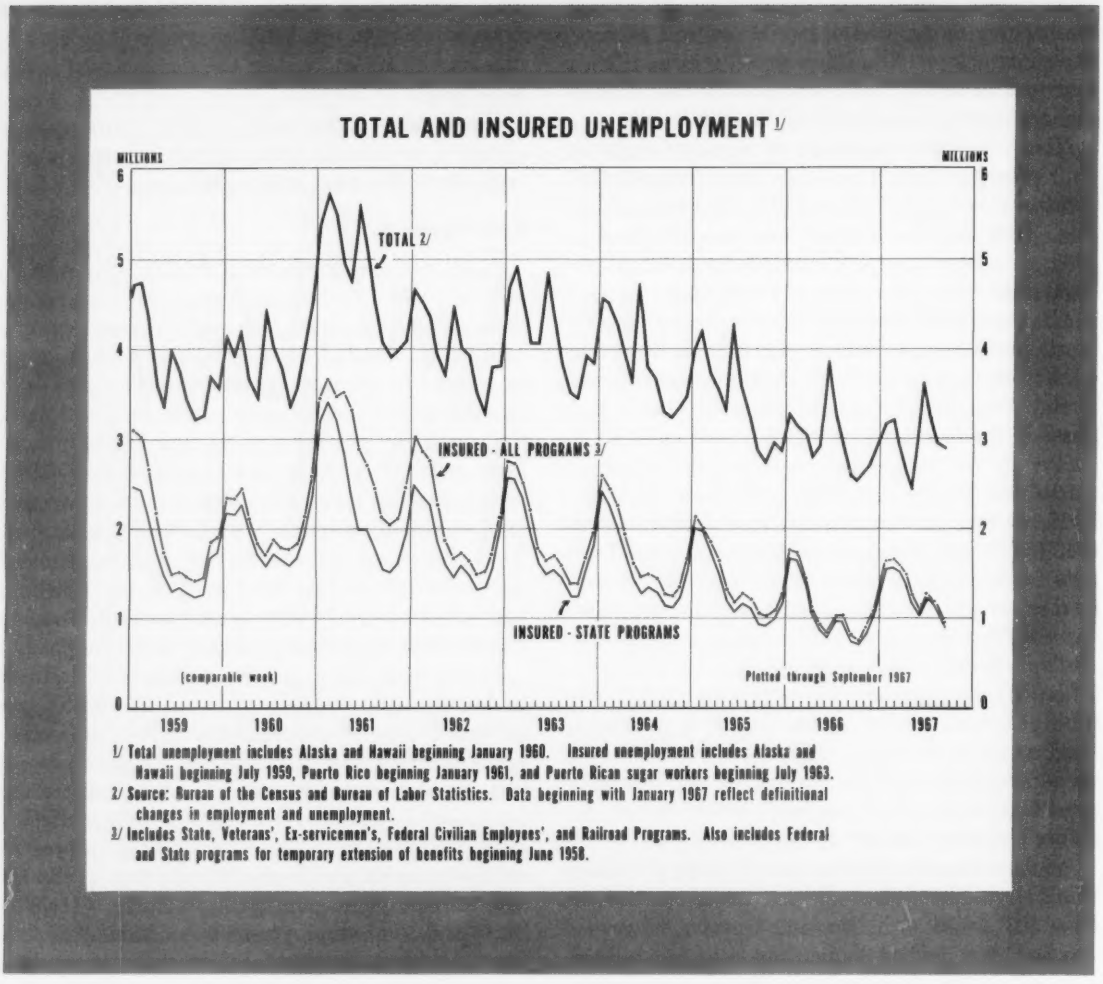
Total civilian employment declined by over 1.5 million to 74.6 million in September, with reductions in both the farm and nonfarm sectors. On a seasonally adjusted basis, employment was down by about 100,000, largely reflecting the sharp drop in agricultural employment as a result of later than usual harvesting and seeding activity; nonfarm employment showed a rise of about 200,000.

Compared with a year earlier, total employment (not seasonally adjusted) was 1.4 million higher. Both adult males and adult females showed gains—the former up by 781,000 to 44.8 million, and the latter by 742,000 to 24.6 million. Teenage employment dropped by 142,000 over the year.

Nonagricultural payroll employment declined by 116,000 to a seasonally adjusted 66.1 million, as strike activity intensified. Although in the household survey strikers are considered to be employed, they are not on active payrolls and are therefore not counted in the payroll employment statistics. Largely reflecting the strike activity, employment reductions occurred in manufacturing (181,000) and transportation and public utilities (14,000). State and local employment was down by 20,000. On the other hand, greater than seasonal employment gains were registered by the trade (30,000) and services (46,000) industries.

In the manufacturing sector, the bulk of the decline was in durable goods, with the most sizable declines occurring in transportation equipment (94,000), electrical equipment (33,000), and fabricated metals (19,000). In the nondurables sector, the apparel industry showed an employment decline of 8,000, and the food and kindred products and the tobacco industries each posted a reduction of 6,000.

Compared with a year earlier, nonfarm payroll employment was 1.8 million higher, with the most substantial gains occurring in the service-producing sector. Government reported an over-the-year rise of some 727,000, with over three-fourths of the gain in the State and local governments. The services industry posted an increase of 560,000,


TOTAL AND INSURED UNEMPLOYMENT 1/
MILLIONS
MILLIONS
6
5
4
3
2
1
0
TOTAL 2/
INSURED - ALL PROGRAMS 3/
INSURED - STATE PROGRAMS
(comparable week)
Plotted through September 1967
1959
1960
1961
1962
1963
1964
1965
1966
1967
1/ Total unemployment includes Alaska and Hawaii beginning January 1960. Insured unemployment includes Alaska and Hawaii beginning July 1959, Puerto Rico beginning January 1961, and Puerto Rican sugar workers beginning July 1963.
2/ Source: Bureau of the Census and Bureau of Labor Statistics. Data beginning with January 1967 reflect definitional changes in employment and unemployment.
3/ Includes State, Veterans', Ex-servicemen's, Federal Civilian Employees', and Railroad Programs. Also includes Federal and State programs for temporary extension of benefits beginning June 1958.

and trade showed a rise of 405,000. Smaller gains were reported by the finance-insurance-real estate and the transportation and public utilities sectors, 148,000 and 80,000, respectively. Manufacturing employment was down over the year by about 166,000, largely reflecting the effects of strike activity. A drop of 73,000 occurred in the primary metals industry. Transportation equipment employment was down by 67,100, and the number of electrical machinery workers was 50,700 lower.

The *average workweek on private nonfarm payrolls* for rank and file employees was 38.3 hours, down 0.5 hour from September 1966. The *workweek in manufacturing*, however, increased slightly to 40.8 hours from August's 40.7 hours. Factory overtime hours moved up to 3.6 hours from 3.4 hours in the preceding month. Because of an increase in both hours worked and average hourly earnings, the *average weekly earnings in manufacturing* advanced to $116.28 in September, compared with $114.77 in August and $114.13 in September 1966.

Unemployment

Total unemployment in September rose by nearly 200,000, seasonally adjusted, to 3.2 million. Most of the rise was due to the large increase (271,000) in the number of unemployed adult women. (An unusually large number of adult women entered the labor force in September.) Included in the jobless total (unadjusted) were 839,000 adult men, 1.3 million adult women, and 769,000 teenagers.

The unemployment rate, at 4.1 percent, was up from 3.8 percent in August and was at its highest point since November 1965. A year ago, the rate was 3.7 percent. The jobless rate for adult women increased sharply in September, moving up from 3.9 percent to 4.9 percent. Most of the increase reflected fewer job appointments in clerical, sales, service, and operative occupations where female employment is substantial. The jobless rate for teenagers edged up from 13.7 percent to 13.8 percent, while the rate for adult men dropped from 2.4 percent to 2.3 percent. The jobless rate for nonwhites moved up to 7.9 percent from 6.9 percent in August.

Insured Unemployment*

INSURED joblessness under State programs averaged 893,700 per week during September, a drop of 165,800 from the August figure but an increase of 138,600 above that for September 1966. The over-the-month drop of 16 percent compares with the expected reduction of 11 percent for this time of year, and as a result the seasonally adjusted level moved down to 1.2 million from 1.3 million in August.

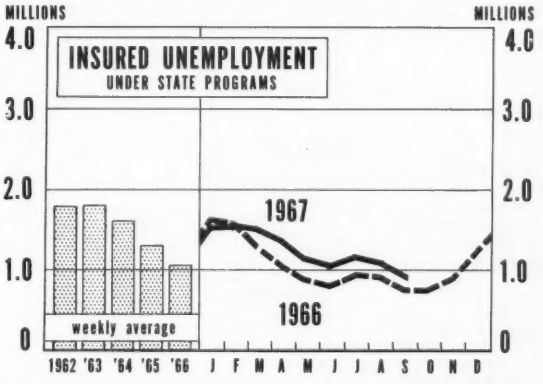
The August-September reduction was widespread, with less insured joblessness noted among workers from most major industries. The significant factors in the reductions, however, were the return to work in automobile plants after the annual model-changeover period, and the end of plant closings for vacations.

The largest declines among the States were reported in Michigan (35,800), California (21,800), New York (15,400), Ohio (10,500), and New Jersey (9,700). In each of these States, major influences in the declines were the return to work of auto workers and greater activity in trade and services.

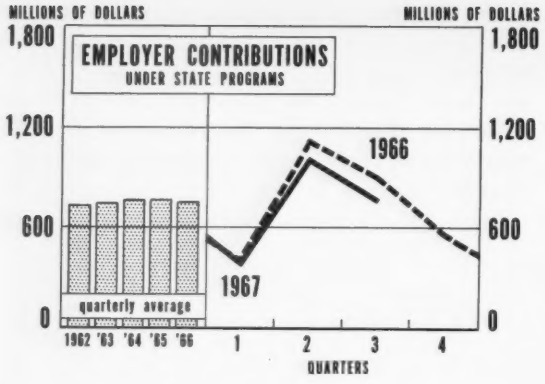
In addition, a pickup in food processing activity was noted in California; both New York and New Jersey showed reductions in insured joblessness among workers from the electrical machinery industry and the apparel trade; and a large part of Ohio's drop occurred among workers from the metal and metal-using industries.

Only Puerto Rico, Hawaii, and Tennessee reported increased joblessness between August and September, and the rises in the latter two States were nominal. In Puerto Rico an increase of 6,500 was largely centered among sugarcane workers.

Compared to September of last year, insured unemployment was some 138,600 higher, with the largest increases in Pennsylvania (15,600), Michigan (11,800), and Ohio and Illinois (11,600 each). The largest reductions took place in New York (6,200), California (1,150), and Nevada (900). Wyoming, Texas, and North and South Dakota also showed declines, but in each of these States the reductions were less than 50. New York's drop was among workers from the apparel



Prepared in the Office of Program Reports and Research, Administration and Management Service, Bureau of Employment Security.



trade; in California less insured unemployment in construction more than offset sharply higher volumes in trade and services.

The rate of insured unemployment for the Nation as a whole in September was 1.8 percent; in August it was 2.2 percent; and a year earlier, 1.6 percent. The adjusted rate moved down over the month from 2.6 to 2.4 percent.

The highest rate (not seasonally adjusted) occurred in Puerto Rico—6.6 percent. Alaska had a rate of 3.8 percent and California 3.0 percent. New York's rate—2.1 percent—was also above the national rate, as was the 2.4 percent rate of New Jersey. Rates in other large industrial States were 1.8 percent in Pennsylvania, 1.7 percent in Michigan, 1.1 percent in Illinois and Indiana, 1.0 percent in Ohio, and 0.8 percent in Texas. Ten States reported rates of less than 1 percent, with the lowest—0.5 percent—in both North and South Dakota.

Initial Claims Down

Initial claims for benefits under the State programs averaged 158,300 during September, compared with 186,800 in August and 144,700 in September of 1966. Approximately 11,200 initial claims were filed by workers unemployed because of the secondary effects of the labor dispute between the United Auto Workers and the Ford Motor Company. Michigan reported the largest amount (4,400), followed by Pennsylvania (2,600), and Ohio (1,500).

Twenty-eight States reported some filing of initial claims by workers unemployed because of the secondary effects of the auto workers' strike. Most of these claims were filed by workers in parts suppliers industries (transportation equipment, electrical machinery, and metal fabricators), but there were also some claims by food service personnel and car haulers.

Federal Programs Show Over-the-Month Drop

The numbers of insured unemployed under the program of Unemployment Compensation for Federal Employees (UCFE) and the program of Unemployment Compensation for Ex-Servicemen (UCX) declined during September. Under the UCFE program the weekly average moved down from 19,400 to 18,300, while under the UCX program the drop was from 25,100 to 22,100. A small decline in insured joblessness usually occurs during the August-September period.

Exhaustions

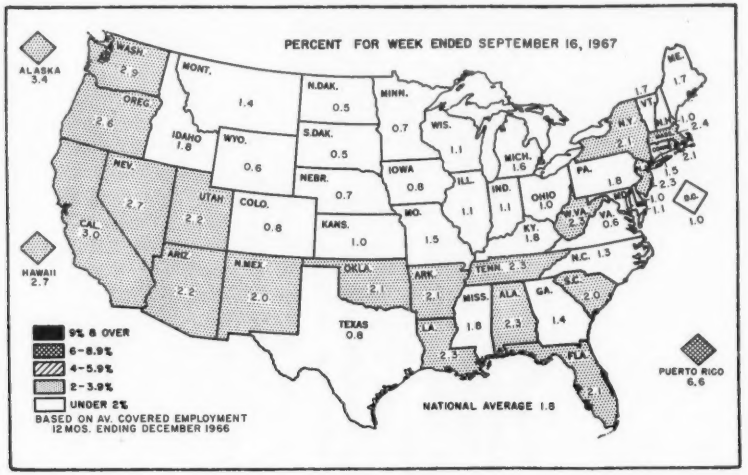
During September a total of 63,400 beneficiaries exhausted their rights to benefits under the State programs. Exhaustions numbered 76,100 in August and 49,900 in September a year ago. The volume this September was the second lowest for the month since 1958.

Week ended—	Initial claims [1]		Insured unemployment [1]	
	1967	1966	1967	1966
August 5	250, 400	227, 300	1, 173, 500	1, 020, 200
August 12	193, 100	178, 800	1, 131, 800	978, 300
August 19	174, 600	157, 500	1, 064, 000	926, 300
August 26	160, 700	143, 700	994, 400	866, 200
September 2	163, 100	145, 400	[2] 930, 800	800, 300
September 9	156, 700	135, 200	938, 200	777, 500
September 16	165, 700	154, 900	891, 400	755, 700
September 23	155, 600	144, 000	877, 800	743, 100
September 30	154, 300	144, 400	860, 000	725, 800
Weekly averages				
August	186, 800	172, 700	1, 059, 500	928, 400
September	158, 300	144, 700	893, 700	755, 100

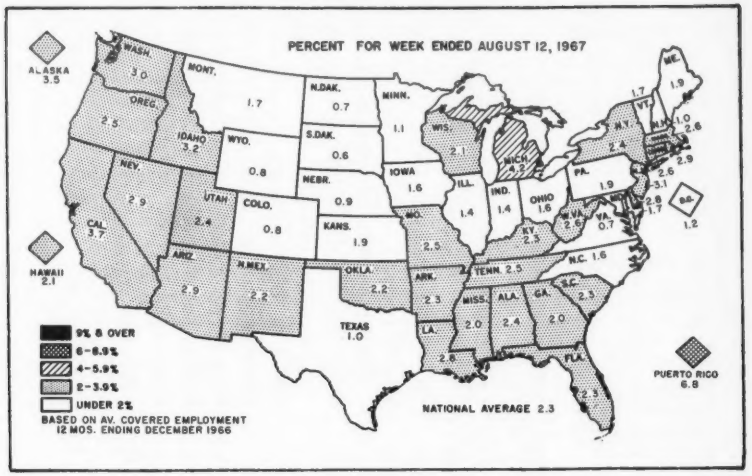
[1] Refers to State programs.
[2] Revised figure.

STATE INSURED UNEMPLOYMENT AS PERCENT OF AVERAGE COVERED EMPLOYMENT

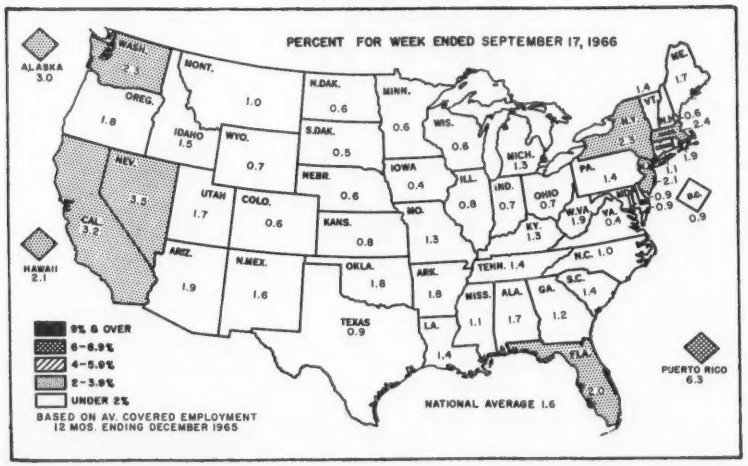
LATEST MONTH



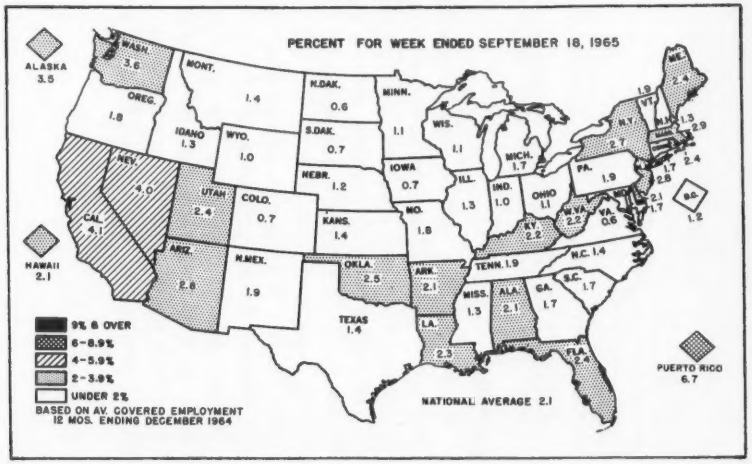
PREVIOUS MONTH



ONE YEAR AGO



TWO YEARS AGO



Activity [1]	Number or amount September 1967	Percent change from—		January–September cumulative (in thousands)	
		August 1967	September 1966	1967	1966
Initial claims [2]	662,700	−24.0	+5.9	8,903	7,671
Weeks claimed [2]	3,809,200	−26.8	+13.1	49,717	43,341
Insured unemployment (weekly average) [2]	893,700	−15.6	+18.4	1,275	1,106
Beneficiaries (weekly average)	758,500	−19.8	+18.5	1,087	952
Benefits paid [3]	$122,614,200	−29.0	+15.1	$1,676,607	$1,405,848
Claimant exhaustions	63,400	−16.8	+27.0	670	622

[1] Data relate to State programs only.
[2] Includes agent State claims taken by the Virgin Islands; also includes data under Puerto Rico sugarcane program.
[3] Monthly data represent gross amount; cumulative data represent net amounts.

Benefits

A total of $122.6 million was disbursed during September under State unemployment insurance programs. This was $50.2 million less than the August figure but $16.1 million above a year ago. Under the UCFE program, benefits totaled $3.0 million compared with $3.6 million in August; under the UCX program, the benefits total was $3.7 million, down by $700,000 from August.

Under the State programs the average benefit check for workers totally unemployed was $40.10, down from August by 98 cents. Hawaii had the largest average weekly check ($50.57), followed by California ($49.21), Michigan ($47.63), Colorado ($46.99), and Wisconsin ($46.21). The lowest average benefit check was in Puerto Rico ($21.53).

Approximately 10 percent of the persons who drew benefits during September received partial compensation. Partial benefit checks averaged $23.47 during the month. Proportions of claimants drawing partial unemployment benefits ranged from 36 percent in New Hampshire, 28 percent in Maine, and 24 percent in South Dakota to 3 percent in the District of Columbia and 4 percent in Michigan.

Economic insecurity in a money economy arises in considerable part when earnings stop because of unemployment, retirement in old age, death of the family breadwinner, or disability, either short term or long term. No matter how high the level of production, poverty will persist unless there are institutional arrangements for making sure that all have the continuing right to share in consumption when these risks occur. To provide such continuing income is the principal role of social insurance.

—"Policy Issues in Social Security," by Robert M. Ball (*Social Security Bulletin*, June 1966).

Selected Unemployment Insurance Statistics, State Programs, September 1967

State	Initial claims received 1/ 2/	Weeks claimed 2/	Number of insured unemployed (weekly average) 3/	Number of beneficiaries (weekly average) 3/	Average weekly payments for total unemployment	Number of final payments 4/	Benefits paid 5/	12 months ending Sept. 1967 (in thousands)		Funds available Sept. 1967 7/ (in thousands)
								Benefits paid 6/	Collections and interest	
Total	8/662698	8/3809169	8/893706	758506	$40.10	62374	$122614195	$2042056	$3157985	$10640413
Alabama	10334	63457	14738	12291	31.13	1218	1571449	20206	30724	113591
Alaska	1427	6755	1571	1409	43.93	93	254830	6922	11444	10/ 191912
Arizona	5483	29989	7096	5791	39.01	475	910917	12256	19907	79243
Arkansas	5326	31884	7564	5786	30.30	556	712756	12064	16552	45404
California	105132	598930	141064	127701	49.21	11878	2581358.9	469429	582253	915111
Colorado	2907	13578	3347	2502	46.99	189	484215	10216	12109	71736
Connecticut	8577	60567	13835	13508	42.18	1239	2310215	32557	63958	271093
Delaware	1314	7291	1721	1735	42.44	131	295663	7188	6258	24729
Dist. of Col.	1551	14590	3260	3310	44.14	213	609468	7337	11089	71657
Florida	13004	107204	25242	21132	30.37	3046	2656318	19186	38154	220342
Georgia	8387	55314	13393	10495	34.85	1454	1413782	18978	44607	245952
Hawaii	4954	20342	5131	3520	50.57	290	720235	10597	11750	28301
Idaho	1989	11260	2540	2105	38.29	45	320903	7694	9979	37785
Illinois	22923	141710	33843	30741	41.77	3074	5254393	84782	76773	564325
Indiana	12599	64043	14757	13000	36.00	1636	1933271	29453	61711	250172
Iowa	2391	19007	4394	4115	44.81	291	740374	10542	14903	126891
Kansas	2982	17094	4075	3612	40.13	392	596164	10570	19222	81596
Kentucky	5611	41622	9916	7503	36.19	969	1101567	19102	31791	147185
Louisiana	8664	69123	15482	15598	36.94	1234	2347786	26637	38332	157228
Maine	2743	15711	3826	2988	33.57	178	376361	7746	10392	41814
Maryland	8938	46424	9429	8797	40.79	466	1427508	26115	43793	222283
Massachusetts	28871	168342	39433	35447	41.15	2858	5669927	92145	137769	324906
Michigan	29490	169960	38269	34969	47.63	2753	6858702	115889	165827	10/ 624883
Minnesota	4036	25617	5830	4718	37.81	522	737642	23212	45963	65930
Mississippi	4251	25669	6166	4724	26.30	377	505264	7524	14245	78055
Missouri	17734	72114	16904	13830	37.25	917	1914305	32687	40340	267864
Montana	2044	7191	1670	1332	31.08	172	174732	5739	6453	21420
Nebraska	1346	8955	1976	1922	33.88	255	268714	6154	9663	48014
Nevada	3514	16521	3521	3131	43.06	322	555002	12217	11211	28818
New Hampshire	1633	6920	1661	1255	37.59	17	167019	2725	7329	40312
New Jersey	29629	180344	42289	41324	41.33	3737	6907039	115982	160765	417178
New Mexico	3199	14462	3511	2917	33.59	183	401192	6498	8105	38838
New York	97955	474576	112871	105353	42.62	6189	17735559	313959	417471	1546540
North Carolina	12497	69921	15206	13926	29.45	1072	1643125	26984	58617	300978
North Dakota	286	1886	427	326	35.01	31	47183	4672	5130	7495
Ohio	23338	119238	28031	22454	38.63	1865	3577137	66871	154860	577063
Oklahoma	4898	37955	8942	7281	29.03	666	873714	10706	14024	58416
Oregon	11976	54721	12324	11121	41.08	741	1869133	29880	37762	119812
Pennsylvania	53117	245472	58636	50429	35.89	2585	6925806	103621	309047	695897
Puerto Rico	8/18922	8/211887	8/52467	13697	21.53	2536	1219245	9/17228	25894	72386
Rhode Island	5208	25879	5775	5540	39.69	417	870442	13563	22394	71376
South Carolina	7417	48353	10991	9333	33.26	1131	1279277	15304	27455	122804
South Dakota	241	1729	411	389	30.35	49	44135	1575	2724	16863
Tennessee	10130	81203	19856	15473	31.48	1531	1975818	27253	49143	157346
Texas	13801	76612	18009	14298	31.16	1633	1805847	27476	62265	319296
Utah	2464	18690	4539	3698	39.38	312	602241	10365	12374	41785
Vermont	1401	7243	1559	1310	38.36	58	194350	3821	9435	19106
Virginia	5149	24482	5476	4221	32.06	395	545667	9552	23896	179688
Washington	16101	91334	21003	19618	33.10	6	2694361	36170	72442	287512
West Virginia	5867	34487	8017	6305	28.73	372	730213	11011	20678	80655
Wisconsin	8419	49205	11893	10173	46.21	577	1919511	39459	64964	261907
Wyoming	406	1716	417	354	35.83	28	51709	2248	4037	13625

1/ Excludes transitional claims.
2/ Total includes claims taken as agent State by the Virgin Islands.
3/ Weekly data are adjusted for split weeks in the month on the basis of a 5-day work week.
4/ A final payment is the payment for the last week of compensable unemployment in a benefit year, and indicates the exhaustion of benefit rights by a claimant for that benefit year. Because of the time lapse between the actual week in which the unemployment occurs and the date on which final payment is made the monthly total includes some claimants who exhausted their rights in the preceding month but received their final payment in the reported month, and excludes some claimants who exhausted their rights in the reported month but will not receive their final payments until the succeeding month. Workers who exhaust their rights may be entitled to additional benefits when the following benefit year begins. The number of exhaustions is not indicative of the number who are still unemployed as some will have obtained employment and others may have withdrawn from the labor force.
5/ Unadjusted for voided benefit checks and transfers under interstate combined-wage plan. Includes $27,627 in payments under extended duration provisions of State laws in Puerto Rico.
6/ Adjusted for voided benefit checks and transfers under interstate combined-wage plan.
7/ Includes amount credited to States' accounts in the unemployment trust fund, less withdrawals by the States, under the provisions of the Employment Security Administrative Financing Act of 1954.
8/ Includes data under the program for Puerto Rican sugarcane workers.
9/ Includes payments made under State temporary extended benefit provisions.
10/ Funds available reflect an advance from Federal account in Unemployment Insurance Trust Fund.

Selected Unemployment Insurance Statistics, Federal Programs,[1] September 1967

State	UCFE					UCX				
	Initial claims received [2]	Weeks claimed	Number of beneficiaries (weekly average)	Benefits paid [3]	Average weekly payments for all unemployment [4]	Initial claims received [2]	Weeks claimed	Number of beneficiaries (weekly average)	Benefits paid [3]	Average weekly payments for all unemployment [4]
Total	8793	76636	17454	$3042717	$41.51	17546	94606	20895	$3714948	$42.33
Alabama	373	3178	665	98348	35.22	388	2440	500	76466	36.40
Alaska	93	1244	336	61676	43.74	37	194	51	10902	50.94
Arizona	153	1083	275	45957	39.82	258	1386	286	48541	40.35
Arkansas	67	551	108	15148	33.51	169	1042	199	31116	37.22
California	1204	13664	3135	654862	49.74	3091	19332	4617	953302	49.16
Colorado	127	603	149	30110	48.10	197	947	219	42558	46.36
Connecticut	32	457	108	19639	43.45	189	879	191	32728	40.81
Delaware	13	189	29	5289	44.08	37	168	42	7382	42.18
Dist. of Col.	221	2807	780	160258	48.89	75	457	108	20234	44.47
Florida	196	1176	165	22555	32.50	347	1602	304	45366	35.50
Georgia	304	1802	434	69989	38.39	268	1459	375	65719	41.78
Hawaii	99	1050	320	71149	52.90	167	1060	261	58248	53.19
Idaho	46	137	33	5272	38.48	39	201	41	7901	45.41
Illinois	265	3365	758	121031	38.00	501	2136	450	76106	40.27
Indiana	87	614	117	17183	34.85	317	1307	251	39661	37.65
Iowa	10	152	37	6329	40.57	107	452	110	21337	46.28
Kansas	73	554	134	23298	41.53	88	518	133	24851	44.54
Kentucky	151	961	187	27811	35.43	362	2579	554	98557	42.37
Louisiana	77	1131	229	36753	38.17	284	2323	536	93298	41.43
Maine	11	156	48	6982	34.74	61	237	51	8745	41.06
Maryland	114	933	175	31267	42.60	343	1177	234	43359	44.06
Massachusetts	327	3492	944	180246	45.47	313	2216	536	103953	46.14
Michigan	155	1349	317	56592	42.45	648	3755	867	158606	43.55
Minnesota	47	329	88	14557	39.34	196	1151	275	47016	40.78
Mississippi	118	725	175	19118	26.08	102	414	105	12962	29.46
Missouri	320	1376	327	50663	36.87	332	1498	359	60083	39.82
Montana	24	212	41	5635	32.76	62	249	57	8127	33.72
Nebraska	37	364	94	13810	34.87	31	145	35	5450	36.82
Nevada	60	450	72	13385	44.03	93	395	81	15339	44.98
New Hampshire	8	48	11	1773	38.54	46	104	19	3768	47.70
New Jersey	259	3131	674	125720	44.39	580	3627	742	133275	42.76
New Mexico	125	714	178	26672	35.66	186	742	205	32394	37.54
New York	841	6313	1320	237695	42.86	1230	5658	1092	184479	40.23
North Carolina	88	684	148	19477	31.26	227	1146	248	41662	39.94
North Dakota	12	128	21	3099	35.22	29	117	24	4177	42.19
Ohio	305	1716	406	64858	38.00	1006	4022	685	116268	40.41
Oklahoma	103	1374	339	44691	31.36	129	1181	270	38923	34.32
Oregon	85	691	154	22117	34.13	249	1290	303	56009	44.03
Pennsylvania	629	4735	985	160539	38.81	1824	7776	1686	291099	41.11
Puerto Rico	43	425	106	11081	24.85	275	2317	485	58444	28.72
Rhode Island	53	542	137	26646	46.26	131	675	160	29237	43.64
South Carolina	81	679	143	21615	35.91	203	1112	247	41886	40.39
South Dakota	36	291	92	13986	36.05	21	90	27	4085	35.83
Tennessee	201	1748	389	58487	35.77	231	2831	640	101325	37.71
Texas	308	2499	530	73363	32.97	608	2865	642	97246	36.04
Utah	228	1483	299	58027	46.24	120	850	176	31016	41.91
Vermont	11	73	13	2341	44.17	22	107	21	3921	44.56
Virginia	95	608	83	12088	34.72	145	617	109	17754	38.76
Virgin Islands	0	0	0	0	0	4	19	5	1015	48.33
Washington	361	3707	917	137657	35.75	495	2082	447	73814	39.28
West Virginia	28	263	60	6275	29.13	432	2234	502	74758	35.46
Wisconsin	79	587	143	25788	42.84	231	1373	317	58068	43.59
Wyoming	10	93	24	3816	37.78	20	52	15	2412	38.29

1/ The programs for Federal civilian employees (UCFE) and for ex-servicemen (UCX), established under Title XV of the Social Security Act, became effective January 1, 1955, and October 27, 1958, respectively. Data exclude information on claims filed jointly with State unemployment insurance programs.

2/ Includes transitional claims.

3/ Unadjusted for voided benefit checks and transfers under interstate combined-wage plan.

4/ Includes data for total, part-total, and partial unemployment. Separate data for total unemployment are not available.

TEMPORARY DISABILITY INSURANCE ACTIVITIES UNDER STATE AND RAILROAD PROGRAMS

	First claims received		Weeks compensated		Benefits paid		Benefits paid	
	July 1967	June 1967	July 1967	June 1967	July 1967	June 1967	July 1966	June 1966
California								
State plan								
Basic benefits	47,365	51,558	295,259	318,983	$16,743,790	$18,092,971	$15,195,525	$16,894,521
Additional hospital benefits	1/26,191	1/32,174	2/188,085	2/231,568	2,257,020	2,778,816	2,294,604	2,674,452
Private plan	3,369	4,241	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)
New Jersey								
State plan	6,886	7,919	59,113	63,598	2,357,970	2,544,422	2,130,165	2,490,826
Private plan	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)
New York	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)
Rhode Island	2,748	3,118	29,945	32,069	1,120,725	1,191,217	950,069	1,101,152
Railroad								
Sickness	26,015	9,503	4/68,400	5/69,604	1,771,971	2,093,435	1,908,977	2,464,607
Maternity	131	159	4/1,988	5/1,914	138,012	135,686	130,878	148,715

1/ Represents the number of payments made.
2/ Days for which additional hospital benefits were paid.
3/ Data not available.
4/ Estimated from data "benefit periods" compensated which number 34,200 for sickness and 994 for maternity.
5/ Estimated from data "benefit periods" compensated which number 34,802 for sickness and 957 for maternity.

NOTE.—A separate monthly report, *Unemployment Insurance Statistics*, provides more detailed data on unemployment insurance activities. Copies of *Unemployment Insurance Statistics* are available upon request to Unemployment Insurance Service, Bureau of Employment Security, U.S. Department of Labor, Washington, D.C., 20210.

New ICESA Officers

At the 31st annual meeting of the Interstate Conference of Employment Security Agencies, held in New Orleans, La., September 25–27, 1967, the following conference officers were chosen for conference year 1967–68.

President: JACK B. BROWN, Pennsylvania
Past President: LEWIS F. NICOLINI, Indiana
Treasurer: CARL T. ANDERSON, Tennessee
Executive Secretary: GERALD A. FOSTER, Washington, D.C.

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STATE EMPLOYMENT SECURITY AGENCIES AFFILIATED WITH THE BUREAU OF EMPLOYMENT SECURITY

(Additional information can be obtained from the State agencies listed below)

ALABAMA ..... Department of Industrial Relations, Industrial Relations Building, Montgomery 36130
ALASKA ..... Employment Security Division, Department of Labor, Box 3-7000, Juneau 99801
ARIZONA ..... Arizona Employment Security Commission, State Employment Service, 1717 West Jefferson Street, P.O. Box 6123, Phoenix 85007; Unemployment Compensation Section, P.O. Box 6028, Phoenix 85005
ARKANSAS ..... Employment Security Division, Department of Labor, Employment Security Building, Box 2981, Little Rock 72203
CALIFORNIA ..... Department of Employment, 800 Capitol Mall, Sacramento 95814
COLORADO ..... Department of Employment, 1210 Sherman Street, Denver 80203
CONNECTICUT ..... Connecticut Employment Security Division, Hartford 06115
DELAWARE ..... Employment Security Commission, 801 West Street, Wilmington 19801
DIST. OF COL. ..... United States Employment Service for the District of Columbia, Employment Service, Sixth and Pennsylvania Avenue, N.W., Washington 20001; Unemployment Compensation Board, Sixth and Pennsylvania Avenue, N.W., Washington 20001
FLORIDA ..... Industrial Commission, Caldwell Building, Tallahassee 32304
GEORGIA ..... Employment Security Agency, Department of Labor, 254 Washington Street, S.W., Atlanta 30334
GUAM ..... Department of Labor and Personnel, Government of Guam, Agana 96910
HAWAII ..... Department of Labor and Industrial Relations, 830 Punchbowl Street, Honolulu 96813
IDAHO ..... Department of Employment, P.O. Box 5189, 317 Main Street, Boise 83705
ILLINOIS ..... Employment Security Administration, Department of Labor, 160 North LaSalle Street, Room 200, Chicago 60606
INDIANA ..... Employment Security Division, 10 North Senate Avenue, Indianapolis 46204
IOWA ..... Employment Security Commission, 1000 East Grand Avenue, Des Moines 50319
KANSAS ..... Employment Security Division, State Labor Department, 401 Topeka Blvd., Topeka 66603
KENTUCKY ..... Bureau of Employment Security, Department of Economic Security, Capitol Plaza Tower, Frankfort 40601
LOUISIANA ..... Division of Employment Security, Department of Labor, Administration Building, 2200 Baton Rouge Expressway, P.O. Box 44094, Capitol Station, Baton Rouge 70804
MAINE ..... Employment Security Commission, 20 Union Street, Augusta 04330
MARYLAND ..... Department of Employment Security, 1100 North Eutaw Street, Baltimore 21201
MASSACHUSETTS ..... Division of Employment Security, 251 Causeway Street, Boston 02114
MICHIGAN ..... Employment Security Commission, 910 Builders Building, 1relfth and Washington Blvd., Detroit 48226
MINNESOTA ..... Department of Employment Security, 390 Cedar Street, St. Paul 55101
MISSISSIPPI ..... Employment Security Commission, P.O. Box 1699, 1520 West Capitol Street, Jackson 39205
MISSOURI ..... Division of Employment Security, Department of Labor and Industrial Relations, 421 East Dunklin Street, Jefferson City 65101
MONTANA ..... Unemployment Compensation Commission, Unemployment Compensation Building, P.O. Box 1728, Helena 59601
NEBRASKA ..... Division of Employment, Department of Labor, 550 South Thirteenth Street, P.O. Box 94600, Lincoln 68501
NEVADA ..... Employment Security Department, 500 East Third Street, Carson City 89701
NEW HAMPSHIRE ..... Department of Employment Security, 32 South Main Street, Concord 03301
NEW JERSEY ..... Division of Employment Security, Department of Labor and Industry, John Fitch Plaza, Trenton 08625
NEW MEXICO ..... Employment Security Commission, The National Building, 141 Harvard SE, P.O. Box 1928, Albuquerque 87103
NEW YORK ..... Division of Employment, Department of Labor, State Office Building Campus, Albany 12240
NORTH CAROLINA ..... Employment Security Commission, P.O. Box 300, Union Square Building, Raleigh 27602
NORTH DAKOTA ..... Employment Security Bureau, 401 East Broadway, P.O. Box 1537, Bismarck 58501
OHIO ..... Bureau of Unemployment Compensation, 145 South Front Street, P.O. Box 1618, Columbus 43216
OKLAHOMA ..... Employment Security Commission, Will Rogers Memorial Office Building, P.O. Box 53039, Oklahoma City 73105
OREGON ..... Department of Employment, 401 Labor and Industries Building, Salem 97310
PENNSYLVANIA ..... Bureau of Employment Security, Department of Labor and Industry, Seventh and Forster Streets, Harrisburg 17121
PUERTO RICO ..... Bureau of Employment Security, 414 Hartman Avenue, Hato Rey, San Juan 00917
RHODE ISLAND ..... Department of Employment Security, 24 Mason Street, Providence 02903
SOUTH CAROLINA ..... Employment Security Commission, 1225 Laurel Street, P.O. Box 995, Columbia 29202
SOUTH DAKOTA ..... Employment Security Department, 800 North Fourth Street, Aberdeen 57401
TENNESSEE ..... Department of Employment Security, Cordell Hull State Office Building, Nashville 37219
TEXAS ..... Texas Employment Commission, TEC Building, Austin 78701
UTAH ..... Department of Employment Security, Industrial Commission, 174 Social Hall Avenue, P.O. Box 11249, Salt Lake City 84111
VERMONT ..... Department of Employment Security, Green Mountain Dr., P.O. Box 488, Montpelier 05602
VIRGINIA ..... Virginia Employment Commission, 703 East Main Street, P.O. Box 1358, Richmond 23211
VIRGIN ISLANDS ..... Virgin Islands Employment Security Agency, P.O. Box 3159, Lagoon Street, St. Thomas 00802
WASHINGTON ..... Employment Security Department, Employment Security Building, P.O. Box 367, Olympia 98501
WEST VIRGINIA ..... Department of Employment Security, State Office Building, Capitol and Washington Streets, Charleston 25305
WISCONSIN ..... Wisconsin State Employment Service, P.O. Box 1807, 1801 Pankratz Street, Madison 53701; Unemployment Compensation Department, P.O. Box 944, 1801 Pankratz Street, Madison 53701
WYOMING ..... Employment Security Commission, ESC Building, Carlin and Wilson Streets, Casper 82602

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